DOCUMENT RESUME

ED 419 601 PS 026 501

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TITLE Child Welfare League of America 1997 Salary Study.
INSTITUTION Child Welfare League of America, Inc., Washington, DC.
ISBN ISBN-0-87868-696-7
PUB DATE 1998-00-00
NOTE 88p.
AVAILABLE FROM CWLA, c/o PMDS, 9050 Junction Drive, P.O. Box 2019, Annapolis Junction, MD 20701-2019; phone: 800-407-6273, 301-617-7825; fax: 301-206-9789; e-mail: cwla@pmds.com (Stock No. 6967, $26.95).
PUB TYPE Numerical/Quantitative Data (110) -- Reports - Research (143)
EDRS PRICE Document Not Available from EDRS.
DESCRIPTORS Administrators; Child Caregivers; *Child Welfare; *Compensation (Remuneration); County Programs; Day Care Centers; Differences; Fringe Benefits; National Surveys; Nonprofit Organizations; Preschool Teachers; Private Agencies; Promotion (Occupational); Public Agencies; Racial Differences; Regional Characteristics; Researchers; *Salaries; Sex Differences; State Government; State Programs; Supervisors; Tables (Data); Trend Analysis; Urban Programs; *Wages; Welfare Agencies
IDENTIFIERS Chief Executive Officers; Chief Financial Officers; *Child Welfare League of America

ABSTRACT

This report details a study of trends in the salaries of Chief Executive Officers (CEOs) and other personnel at member agencies of the Child Welfare League of America. Responding to the study's mail survey were 377 out of 780 member agencies (48 percent return) and 327 out of 640 direct service CWLA agencies (51 percent return), including state and local public agencies, voluntary agencies, and supporting advocates. The bulk of the report is comprised of tables and reports of findings. Most of the tables delineate salaries by agency type, with CEO salaries also delineated by CWLA membership region, selected states, agency income, educational level, gender, and race. Findings indicated that CEOs of voluntary child welfare agencies had a median salary of $78,750, an increase of 5 percent from 1995. Almost half the full-time position categories in voluntary agencies had salary increases less than the inflation rate for 1995-96. Salaries for Supervisor and Residential Supervisor, unlike most other positions, have not kept pace with inflation over the past 16 years. All day care positions experienced increases less than inflation or decreases in median salary. CEOs of child welfare agencies did not earn as much as CEOs from other nonprofit organizations. Salaries were higher in the public than voluntary sector, with turnover highest among voluntary service providers. Salaries were lowest in the southern region of the country. Positions lost due to agency budget cuts were low and were offset by staffing increases. The fringe benefit cost in public agencies was higher than in voluntary agencies. (KB)